

AK Steel Corporation

AK Steel Corporation is an Equal Employment Opportunity Employer and as such meets all government regulations pertaining to Equal Employment Opportunity.



Name RODERIQUE D RUSSELL Date 21 July, 2000
FIRST MIDDLE LAST

Present Address 2807 LOPANE AVE MIDDLETOWN OH 43044
NO. STREET CITY STATE ZIP CODE

Phone Number — or number where you can be reached: (513) 422-7544
AREA CODE NUMBER

Permanent Address: 2807 LOPANE AVE MIDDLETOWN OH 43044
NO. STREET CITY STATE ZIP CODE

Permanent Phone: (513) 422-7544 Social Security # _____
AREA CODE NUMBER

Are you 18 years of age or older? ☒ Yes ☐ No

Are you lawfully entitled to work within the U.S.? YES
(PROOF OF CITIZENSHIP OR IMMIGRATION STATUS IS REQUIRED UPON EMPLOYMENT)

Have you been convicted of a crime other than a minor traffic violation? NO

If yes, explain. _____

Date available for employment: 24 July, 2000

If the job requires, are you willing to travel? YES Relocate? YES

If the job requires, are you able to work all shifts? YES

Have you previously applied at Armco or AK Steel? YES If yes, when/where? SUMMER '90, '91, '92; DEC '94, OCT. '95

Have you previously worked for Armco or AK Steel? NO If yes, when/where? _____

EXHIBIT

RUSSELL
 1 6-6-07
 RMP

RUSSELL
 LAST NAME
 RUSSELL
 FIRST
 RUSSELL
 MIDDLE

EDUCATIONAL BACKGROUND:

Circle last grade completed 1 2 3 4 5 6 7 8 9 10 11 (12)												College hours completed			
TYPE OF SCHOOL	NAME AND LOCATION	GRADUATED		DEGREE	FIELD OF STUDY	GRADE POINT/SCALE TOP MID. BOT. 1/3									
		YES	NO												
HIGH	MIDDLETOWN HIGH	✓		NA	COLLEGE PREP	2.8/MID 1/3									
BUSINESS OR TRADE															
COLLEGE OR UNIVERSITY	KENTUCKY STATE UNIV.	✓		BA	ECON. ED (MATH)	2.7									
	MIAMI UNIV. - MIDDLETOWN	—	NA	—	TCH. ADV. MATH/SCI	3.0									
POST GRADUATE															

List other formal educational experience; e.g., night school, home study courses, GED, etc. NA

If presently enrolled, indicate where and field of study: NA

Describe any definite plans for further study: NA

List significant activities, honors, awards or elective offices which have contributed to your career goals and interests: _____

BEING A TRUSTEE AT CHURCH and BECOMING A MASON HAS HELPED ME IN LIFE IN GENERAL

MILITARY SERVICE: Are you a Veteran of the U.S. Military Service? ☐ Yes ☒ No

BRANCH OF SERVICE	HIGHEST RANK OR RATE

Please, indicate any military experience or training you feel might be of interest and value to AK Steel:

EMPLOYMENT EXPERIENCE:

PRESENT OR MOST RECENT POSITION

Name of employer MALACHI / PROJECT CONNECT Your title FAMILY SERV. COORDINATORAddress 1735 S. UNIV.; MIDDLETOWN, OH 43044 Kind of business SCHOOLDescribe your position A LIASON FOR THE SCHOOL AND THE PARENTS OF THE CHILDPeriod of employment from 1/99 to PRESENT Name of person for whom you worked SHARON BOGAN Rate of earnings 13.50
(MO/YR) (MO/YR)

Give exact reason for leaving _____

NEXT PREVIOUS POSITION

Name of employer FRASER PAPER Your title 4TH HANDAddress 51 S. MAIN; W. CARROLLTON, OH Kind of business PAPERMAKERDescribe your position PREPARE PAPER FOR SHIPPINGPeriod of employment from 3/98 to 1/99 Name of person for whom you worked RICK BLOOM Rate of earnings 12.60
(MO/YR) (MO/YR)Give exact reason for leaving PROJECT CONNECT

NEXT PREVIOUS POSITION

Name of employer PRINCETON CITY SCHOOLS Your title SRH - TEACHERS AIDEAddress PRINCETON JR. HIGH Kind of business SCHOOLDescribe your position PLAN LESSONS and HELP TEACHER CLASSROOM EXERCISESPeriod of employment from 10/97 to 3/98 Name of person for whom you worked N/A Rate of earnings \$70 A DAY
(MO/YR) (MO/YR)Give exact reason for leaving MORE PAY

NEXT PREVIOUS POSITION

Name of employer MIDDLETOWN / TROT-MADISON CITY SCHOOLS Your title SUBSTITUTE TEACHERAddress N/A Kind of business SCHOOLDescribe your position FILLIN FOR TEACHERS THAT ARE ABSENTPeriod of employment from 12/94 to 12/97 Name of person for whom you worked N/A Rate of earnings \$70 A DAY
(MO/YR) (MO/YR)

Give exact reason for leaving _____

How much time have you lost from work in the past two years? NONE

JOB INTERESTS AND SKILLS:

For what particular type of work are you making application; e.g., clerical, technical, engineering, professional, sales, labor, etc.

PROFESSIONAL; LABOR

Expected wage or salary \$ 13.50

If applying for clerical work, list special skills. Include typing (wpm), word processing, computer software, and any office machines or equipment you can operate: _____

If applying for sales, technical, professional, or administrative work, give highlights of any special training or experience which may be helpful: _____

If applying for labor or craft work, indicate any training or experience which might be useful. Include any equipment or machinery you can operate: I'VE WORKED SWING SHIFT BEFORE. I CAN OPERATE SQUEEZER, FORK LIFT.

Describe any additional qualifications, abilities, or strong points which will help you be successful in the job for which you are applying. ABLE TO GET ALONG WITH ANYONE AND I HAVE GOOD LEADERSHIP SKILLS

PERSONAL REFERENCES:

Please provide the following information on three individuals whom we may contact as references:

NAME	ADDRESS	TELEPHONE NO.	RELATIONSHIP
<u>ELMON PRIER</u>	<u>3705 GREENWOOD</u>	<u>422-4268</u>	<u>FRIEND</u>
<u>FRANK LATIMER</u>	<u>704 17TH AVE</u>	<u>422-4188</u>	<u>FRIEND</u>
<u>GREG TYUS</u>	<u>818 15TH AVE</u>	<u>423-1557</u>	<u>FRIEND</u>

I hereby certify that the foregoing information is accurate, and I authorize AK Steel to verify it. I specifically authorize AK Steel Corporation to obtain information from my former employers and other references, and I authorize my former employers and other references to release information to AK Steel Corporation.

I agree that any false or misleading statement in this application for employment or any additional forms signed by me in connection with my employment shall be sufficient cause for refusal or termination of employment.

I understand that this application is not and is not intended to be a contract of employment. I agree to submit to a physical examination applicable to the requirements of the type of work for which I am applying, including drug and alcohol abuse screening.

Signature of Applicant

Regina Russell

21 July 2008 Wray A. White
Application received by/Date received 21

APPLICANT SURVEY

Applicant Name: RODERIQUE RUSSELLDate: 21 July, 2000

Item	Response														
1. Other than exiting the military, how many times have you been without employment for more than six weeks?	1														
2. In the left column, list your full-time employers (company names) for the past 10 years and in the right column write the number of years in each job listed	<table border="1"> <tr> <td>SORG PAPER</td><td>2</td></tr> <tr> <td>PRASER PAPER</td><td>1 1/2</td></tr> <tr> <td>MALACH1</td><td>2</td></tr> <tr> <td></td><td></td></tr> <tr> <td></td><td></td></tr> <tr> <td></td><td></td></tr> <tr> <td></td><td></td></tr> </table>	SORG PAPER	2	PRASER PAPER	1 1/2	MALACH1	2								
SORG PAPER	2														
PRASER PAPER	1 1/2														
MALACH1	2														
3. Have you ever been terminated from any employer?	YES <input type="radio"/> NO <input checked="" type="radio"/>														
4. Do you have a high school diploma or GED?	<input checked="" type="radio"/> YES <input type="radio"/> NO														
5. Do you have a valid driver's license?	<input checked="" type="radio"/> YES <input type="radio"/> NO														
6. Do you have reliable transportation?	<input checked="" type="radio"/> YES <input type="radio"/> NO														
7. Have you ever been convicted of a crime other than a minor traffic violation?	YES <input type="radio"/> NO <input checked="" type="radio"/>														
8. Some positions are on weekly rotating shifts. Is this: (A) Preferred (B) Tolerable, or (C) Unacceptable	<input checked="" type="radio"/> A <input type="radio"/> B <input type="radio"/> C														
9. Have you ever worked for AK Steel/Armco before?	YES <input type="radio"/> NO <input checked="" type="radio"/>														
10. How many years of assembly, heavy machinery and/or manufacturing experience do you have?	6														
11. Do you have experience in welding, electrical, maintenance or plumbing?	YES <input type="radio"/> NO <input checked="" type="radio"/>														
12. List any education beyond high school.	KENTUCKY STATE UNIVERSITY MIAMI-UNIV. - MIDDLEBURY														
13. Have you served in the military? (Upon job offer, a copy of your DD-214 will be required)	YES <input type="radio"/> NO <input checked="" type="radio"/>														
14. Have you ever worked rotating shifts for a previous employer?	<input checked="" type="radio"/> YES <input type="radio"/> NO														

EXHIBIT

RUSSELL
2 6-6-07
Jmb

AK Steel Corporation

MIDDLETOWN WORKS-PERSONNEL RELATIONS
1801 CRAWFORD STREET
MIDDLETOWN, OHIO 45043-0001

September 12, 2002

Mr. Roderique Russell
2807 Lopaine Avenue
Middletown, Ohio 45044

Dear Mr. Russell:

I am writing to you because you did not return the messages which I left on your voicemail on August 28th and 29th. I had called and I am writing because I would like to discuss your application for employment at AK Steel Corporation. Please call me at (513) 425-3512. If you get my voicemail, please leave a phone number and time when I can reach you.



Thanks,

A handwritten signature in black ink, appearing to read 'Jessica Hicks'.

Jessica Hicks
AK Steel - Middletown Works
Associate Human Resource Representative
513-425-3512

EXHIBIT

RUSSELL
3 6-6-07
AMB

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY

☐ FEPA☐ EEOC

CHARGE NUMBER

221A00326

State or local Agency, if any

and EEOC

NAME (Indicate Mr., Ms., Mrs.)

Roderique D. Russell

HOME TELEPHONE (Include Area Code)
(513) 422-9766

STREET ADDRESS

2807 Lopane Avenue, Middletown, Ohio 45044

CITY, STATE AND ZIP CODE

DATE OF BIRTH

12/07/70

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY
APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO
DISCRIMINATED AGAINST ME (If more than one list below.)

NAME

NUMBER OF EMPLOYEES, MEMBERS

TELEPHONE (Include Area Code)

A.K. Steel
Company

703 Curtis Street, Middletown, Ohio 45043

(513) 683-5300

STREET ADDRESS CITY, STATE AND ZIP CODE

COUNTY

NAME

TELEPHONE NUMBER (include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

☒ Race ☒ Color ☐ Sex ☐ Religion ☐ National Origin

DATE DISCRIMINATION TOOK PLACE

earliest (ADEA/EPA) LATEST (ALL)

/ / August, 1999

☐ Retaliation ☐ Age ☒ Discrimination ☐ Other (Specify)☐ Continuing Action

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)).

1. I am an African American male, age 29 (D.O.B. 12/07/70).
2. On or about August 1999, I submitted an application for employment with A.K. Steel in Middletown, Ohio. I was applying for entry level jobs. By reason of my background and prior work experience, I am fully qualified for an entry level or a laborer position.
3. To date I have received no response to my application.

EXHIBITRUSSELL
4/6/07
Dmb☐ I also want this charge filed with the EEOC.I will advise the agencies if I change my address or telephone number
and I will cooperate fully with them in the processing of my charge in
accordance with their procedures.

NOTARY - (when necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true
to the best of my knowledge, information and belief.I declare under penalty of perjury that the foregoing is true and
correct.Date
25 Jan 00

Charging Party (Signature)

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)

JANINE G. LANG

Notary Public, State of Ohio
My Commission Expires Jan. 6, 2003

CHARGE OF DISCRIMINATION

AGENCY

CHARGE NUMBER

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

☐

FEPA

☒

EEOC

2214200673

Cincinnati Area Office

and EEOC

State or local Agency, if any

NAME(Indicate Mr., Ms., Mrs.)

Mr. Roderique Russell

HOME TELEPHONE (Include Area Code)

(513) 422-7544

STREET ADDRESS

CITY, STATE AND ZIP CODE

2807 Lopaine Ave.

Middletown, OH 45044

DATE OF BIRTH

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME

AK Steel

NUMBER OF EMPLOYEES, MEMBERS

>20

TELEPHONE (Include Area Code)

1-800-331-5050

STREET ADDRESS

CITY, STATE AND ZIP CODE

703 Curtis Street

Middletown, Ohio 45043

COUNTY

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

☒

RACE

☒

COLOR

☐

SEX

☐

RELIGION

☐

AGE

☐

RETALIATION

☐

NATIONAL

☐

DISABILITY

☐

OTHER (Specify)

ORIGIN

DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA)

LATEST (ALL)

April 2002

☒

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

EXHIBIT

RUSSELL
5 6.4.07
DMB

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)K. J. K. F. O. Z.
Date

Charging Party (Signature)

**CHARGE OF DISCRIMINATION
RODERIQUE RUSSELL
PAGE 1**

I. Overview of Individual and Class Allegations

AK Steel Corporation has discriminated and continues to discriminate against me in the terms and conditions of my application for employment with them on the basis of my race, African-American, by denying me the opportunity to be hired while hiring equally or less qualified white employees and subjecting me to a racially hostile application process and other forms of discrimination. I believe that AK Steel Corporation's actions are part of a continuing pattern and practice of discrimination against African-American applicants for employment and employees, including but not limited to, denying applicants hiring opportunities while providing such opportunities to equally or less qualified white applicants and subjecting them to a racially hostile application process.

II. Statement of Facts

I applied to AK Steel in Middletown, Ohio in approximately September 2001. The application instructed me to indicate the position for which I'd like to be considered and I selected either general labor or management. The prerequisite to be a general laborer is a high school diploma. To work in management one must hold a college degree. Because I have a Bachelor of Arts degree in elementary education, mathematics minor, I decided to put in for the position in management. My work experience includes approximately five years as a Fourth Hand Paper Maker at a paper mill, approximately two years as a K-8 substitute teacher in Middletown, and approximately three years as a Service Coordinator for Malachi, a faith-based government funded agency which serves as a resource center helping to find, among other things, tutors, jobs, and transportation to work for kids ages 14-21 who live 70% below the poverty line. My education and experience matched the job descriptions, so I thought that I was well-qualified for either a management or a general laborer position. In addition, I have no felony convictions and am drug-free.

In around September 2001, I was called in to take a test. Although no one ever told me how I did on it, I was later contacted for an interview so I assume that I passed the test. At the interview, I was asked if I would prefer a job in management or one in general labor. I replied that I would prefer to work in management but that I was also interested in a general laborer position if I were not selected for a management job. At the end of the interview, I was told that I would be contacted to come in for a second interview, but that was the last I heard from AK Steel. In March 2002 I put in another application for a general laborer position, but AK Steel did not acknowledge their receipt of my application materials, contact me to schedule a test or interview, or notify me of rejection. I am currently employed by Malachi as a Service Coordinator.

CHARGE OF DISCRIMINATION
RODERIQUE RUSSELL
PAGE 2

III. Statement of Discrimination

I believe that AK Steel Corporation has discriminated against me and continues to discriminate against me in the terms and conditions of my applications for employment with them on the basis of my race, African-American, in violation of the Civil Rights Act of 1964, as amended, because white applicants with fewer qualifications than me have been hired and I have not, and because I have been subjected to a racially hostile application process and other forms of discrimination and denied the right to apply for work in an environment free of racial discrimination.

I have been adversely affected by these discriminatory practices by being deprived of the equal opportunity to be hired. Such discrimination denies me and other African-Americans the right to be hired for positions for which we are qualified.

This systemic discrimination also adversely affects the status of African-Americans as employees by promoting and reinforcing racial stereotypes and bias in hiring.

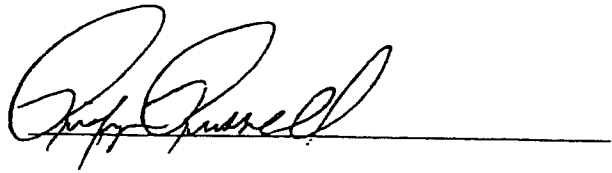
IV. Statement of Classwide Discrimination on the Basis of Race

Based on my experiences, I believe that AK Steel Corporation has engaged and continues to engage in a pattern and practice of discrimination against its African-American applicants for employment and employees that denies them equal employment opportunities in ways including but not limited to the following: denying them hiring opportunities while providing such opportunities to equally or less qualified white employees and subjecting them to a racially hostile application process and work environment in which few other African-Americans are employed. This policy violates Title VII of the 1964 Civil Rights Act, 42 U.S.C. Section 2000(e), et seq.

I believe this policy has effected a class of black persons comprised of all past, present and future black applicants for employment with AK Steel. I believe that these discriminatory practices occur throughout AK Steel Corporation. I make this charge on behalf of myself and all similarly situated African-American applicants for employment and employees.

I declare under penalty of perjury that the foregoing is true and correct.

Date: 19 JUNE, 2002

A handwritten signature in black ink, appearing to read "R. P. Russell", is written over a horizontal line.

Charging Party (signature)

APR-26-07 THU 09:59 AM MALACHI

FAX:5134204603

PAGE 2

a Control number 0008 XGE		OMB No. 1545-0008 XGE		0008	
b Employer identification number 31-1595210		1 Wages, tips, other compensation 25954.32		2 Federal income tax withheld 3535.69	
c Employer's name, address, and ZIP code MIDDLETOWN ADOLESCENT LE PO BOX 1314 MIDDLETOWN, OH 45042		3 Social security wages 25954.32		4 Social security tax withheld 1609.17	
		5 Medicare wages and tips 25954.32		6 Medicare tax withheld 376.34	
		7 Social security tips		8 Allocated tips	
d Employee's social security number		9 Advance EIC payment		10 Dependent care benefits	
e Employee's name, address, and ZIP code RODRIQUE D RUSSELL 612 14TH ST MIDDLETOWN, OH 45044		11 Nonqualified plans		12 Benefits included in box 1	
		13 Sick instns. for box 13		14 Other	
		15 Statutory employees <input type="checkbox"/> Unemployed <input type="checkbox"/> Pension plan <input type="checkbox"/> Legal rep. <input type="checkbox"/> Deferred compensation <input type="checkbox"/>			
16 State Employer's state I.D. no. OH APPL FOR		17 State wages, tips, etc. 25954.32	18 State income tax 773.02	19 Locality name MDDL TWN	20 Local wages, tips, etc. 25954.32
					21 Local income tax 389.35

Form **W-2** Wage and Tax
Statement
Copy D For Employer**1999**Department of the Treasury—Internal Revenue Service
For Privacy Act and Paperwork Reduction
Act Notice, see separate instructions.**EXHIBIT**RUSSELL
6-6-07
SMB**CONFIDENTIAL**

APR-26-07 THU 09:59 AM MALACHI

FAX:5134204603

PAGE 3

a Control number 0008 XGE		OMB No. 1545-0008 XGE		0008	
b Employer identification number 31-1595210		1 Wages, tips, other compensation 27738.88		2 Federal income tax withheld 3540.23	
c Employer's name, address, and ZIP code MIDDLETOWN ADOLESCENT LEADERS PO BOX 1314 MIDDLETOWN, OH 45042		3 Social security wages 27738.88		4 Social security tax withheld 1719.81	
		5 Medicare wages and tips 27738.88		6 Medicare tax withheld 402.21	
		7 Social security tips		8 Allocated tips	
d Employee's social security number		9 Advance EIC payment		10 Dependent care benefits	
e Employee's name, address, and ZIP code RODRIGUE D RUSSELL 612 14TH ST MIDDLETOWN, OH 45044		11 Nonqualified plans		12 Benefits included in box 1	
		13 See Instrs. for box 13		14 Other	
		15 Statutory employee <input type="checkbox"/>		Domestic partner <input type="checkbox"/>	Pension plan <input type="checkbox"/>
16 State Employer's state I.D. no. OH APPL FOR	17 State wages, tips, etc. 27738.88	18 State income tax 859.51	19 Locality name MIDDLETOWN	20 Local wages, tips, etc. 27738.88	21 Local income tax 416.08

Form **W-2** Wage and Tax Statement **2000**
Copy D For Employer

Department of the Treasury—Internal Revenue Service
For Privacy Act and Paperwork Reduction Act Notice, see separate instructions.

CONFIDENTIAL

a Control number 0008 XGE		Void <input type="checkbox"/>		OMB No. 1545-0008 XGE		0008	
b Employer identification number 31-1595210				1 Wages, tips, other compensation 30647.00		8 Federal income tax withheld 4474.49	
c Employer's name, address, and ZIP code MIDDLETOWN ADOLESCENT LEADERS PO BOX 1314 MIDDLETOWN, OH 45042				3 Social security wages 30647.00		4 Social security tax withheld 1900.12	
				5 Medicare wages and tips 30647.00		6 Medicare tax withheld 444.38	
				7 Social security tips		8 Allocated tips	
				9 Advance EIC payment		10 Dependent care benefits	
d Employee's social security number				11 Nonqualified plans		12a See instructions for box 12	
e Employer's first name and initial Last name RODERIQUE D RUSSELL 612 14TH ST MIDDLETOWN, OH 45044				13a Shareholder <input type="checkbox"/> 13b Retirement plan <input type="checkbox"/> 13c Nonqualified plan <input type="checkbox"/>		12b	
				14 Other		12c	
						12d	
f Employee's address and ZIP code				15 State Employer's state ID number OH APPL FOR		16 State wages, tips, etc. 30647.00	
				17 State income tax 1000.38		18 Local wages, tips, etc. 30647.00	
				19 Local income tax 459.69		20 Locality name MIDDLETOWN	

Form **W-2** Wage and Tax
Statement
Copy D For Employer.

2001

Department of the Treasury—Internal Revenue Service
For Privacy Act and Paperwork Reduction
Act Notice, see separate instructions.

CONFIDENTIAL

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1 2984 Employer's name, address, and ZIP code EDVANTAGES 3100 SHILOH SPRINGS ROAD TROTWOOD, OH 45426		11 Federal tips (not earnings) and 12 Federal income tax 27603.00 2425.47	
3 Employer's identification number 26-0005250		4 Social security tax 2603.08	
5 Employer's state and local social security number 10		5 Medicare wages and tips 30853.08	
6 Employer's federal unemployment tax number 10		7 Social security tips 7	
7 Employer's name and address RODERIQUE RUSSELL 2807 LOPANE DRIVE MIDDLETOWN, OH 45044		8 Medigap insurance 447.41	
8 Adversely affected payment 10		9 Dependent care benefits 10	
9 Nonqualified plans 11		12 See note 12 box 12 E 3250.08	
13 State and local unemployment tax X		14 Other 14	
15 State wages, tips and 16 State income tax 52604.713 27603.00 789.90		17 Local wages, tips and 18 Local income tax 30853.08 694.25 TOW	
19 State & Employer's state ID OH		20 Locality name TOW	

State Filing Copy **2005**
W2 Wage and Tax Statement
OMB No. 1545-0047

Federal Filing Copy **2005**
W2 Wage and Tax Statement
Get it fast with Employer's Federal Income Tax Return **OMB No. 1545-00**

- FOLD AND DETACH

CONFIDENTIAL

Apr 26 07 10:31a

p.2

2006 W2 & EARNINGS SUMMARY

EDVANTAGES
3100 SHILOH SPRINGS ROAD
TROTWOOD, OH 45426

26-0005250

RODERIQUE RUSSELL
Social Security #:

Filing Status Exemptions

BENEFITS

Description	Amount	Box
NONTAXABLE(-)		
402B	2031.30	12
WAGES		
TOTAL GROSS WAGES	20812.66	
Description	Amount	Box
Soc. Security Wages	0	3
Medicare Wages	19009.03	5
Fed. Taxable Wages	16977.73	1
OH Taxable Wages	16977.73	16
Troby Wages	19009.03	16
WITHHOLDINGS		
Description	Amount	Box
Fed. Income Tax	1449.78	2
Soc. Security Tax	0	4
Medicare Tax	275.70	6
OH Income Tax	480.29	17
Troby WH	427.73	19

DEDUCTIONS

Description	Amount	Box
402(b) Annuity	2031.30	12
Section 125 Benefit Plan	1909.52	

a Control Number 12984 17		1 Wages, tips, other compensation 16977.73		2 Federal income tax 1449.78	
c Employer's name, address, and ZIP code EDVANTAGES 3100 SHILOH SPRINGS ROAD TROTWOOD, OH 45426		3 Social security wages		4 Social security tax	
b Employer's identification number 26-0005250		5 Medicare wages and tips 19009.03		6 Medicare tax withheld 275.70	
d Employee's social security number		7 Social security tax		8 Allocated tips	
e Employee's name and address RODERIQUE RUSSELL 2807 LOPANE DRIVE MIDDLETOWN, OH 45044		9 Advanced EIC payment		10 Dependent care benefits	
		11 Nonqualified plans		12 See instructions for box 12 E 2031.30	
		13 Sick pay, etc. Plan's Party Sta X			
		14 Other			
15 State & Employer's state ID OH 52-604713		16 State wages, tips, etc. 16977.73		17 State income tax 480.29	
		18 Local wages, tips, etc. 19009.03		19 Local income tax 427.73	
				20 Locality name Trotw	

2006
Federal Filing Copy
W2 Wage and Tax Statement

a Control Number 12984 17		1 Wages, tips, other compensation 16977.73		2 Federal income tax 1449.78	
c Employer's name, address, and ZIP code EDVANTAGES 3100 SHILOH SPRINGS ROAD TROTWOOD, OH 45426		3 Social security wages		4 Social security tax	
b Employer's identification number 26-0005250		5 Medicare wages and tips 19009.03		6 Medicare tax withheld 275.70	
d Employee's social security number		7 Social security tax		8 Allocated tips	
e Employee's name and address RODERIQUE RUSSELL 2807 LOPANE DRIVE MIDDLETOWN, OH 45044		9 Advanced EIC payment		10 Dependent care benefits	
		11 Nonqualified plans		12 See instructions for box 12 E 2031.30	
		13 Sick pay, etc. Plan's Party Sta X			
		14 Other			
15 State & Employer's state ID OH 52-604713		16 State wages, tips, etc. 16977.73		17 State income tax 480.29	
		18 Local wages, tips, etc. 19009.03		19 Local income tax 427.73	
				20 Locality name Trotw	

2006
State Filing Copy
W2 Wage and Tax Statement

a Control Number 12984 17		1 Wages, tips, other compensation 16977.73		2 Federal income tax 1449.78	
c Employer's name, address, and ZIP code EDVANTAGES 3100 SHILOH SPRINGS ROAD TROTWOOD, OH 45426		3 Social security wages		4 Social security tax	
b Employer's identification number 26-0005250		5 Medicare wages and tips 19009.03		6 Medicare tax withheld 275.70	
d Employee's social security number 296-58-0142		7 Social security tax		8 Allocated tips	
e Employee's name and address RODERIQUE RUSSELL 2807 LOPANE DRIVE MIDDLETOWN, OH 45044		9 Advanced EIC payment		10 Dependent care benefits	
		11 Nonqualified plans		12 See instructions for box 12 E 2031.30	
		13 Sick pay, etc. Plan's Party Sta X			
		14 Other			
15 State & Employer's state ID OH 52-604713		16 State wages, tips, etc. 16977.73		17 State income tax 480.29	
		18 Local wages, tips, etc. 19009.03		19 Local income tax 427.73	
				20 Locality name Trotw	

2006
City or Local Filing Copy
W2 Wage and Tax Statement

a Control Number 12984 17		1 Wages, tips, other compensation 16977.73		2 Federal income tax 1449.78	
c Employer's name, address, and ZIP code EDVANTAGES 3100 SHILOH SPRINGS ROAD TROTWOOD, OH 45426		3 Social security wages		4 Social security tax	
b Employer's identification number 26-0005250		5 Medicare wages and tips 19009.03		6 Medicare tax withheld 275.70	
d Employee's social security number		7 Social security tax		8 Allocated tips	
e Employee's name and address RODERIQUE RUSSELL 2807 LOPANE DRIVE MIDDLETOWN, OH 45044		9 Advanced EIC payment		10 Dependent care benefits	
		11 Nonqualified plans		12 See instructions for box 12 E 2031.30	
		13 Sick pay, etc. Plan's Party Sta X			
		14 Other			
15 State & Employer's state ID OH 52-604713		16 State wages, tips, etc. 16977.73		17 State income tax 480.29	
		18 Local wages, tips, etc. 19009.03		19 Local income tax 427.73	
				20 Locality name Trotw	

2006
Employee Reference Copy
W2 Wage and Tax Statement



CONFIDENTIAL

Copy 1 To Be Filed With Employee's FEDERAL Tax Return.		2005 OMB No. 1545-0008	
a Control number	1 Wages, tips, other comp.	2 Federal income tax withheld	
	12295.50	882.00	
b Employer ID no. (EIN)	3 Social security wages	4 Social security tax withheld	
20-1849958	5 Medicare wages and tips	6 Medicare tax withheld	
	12645.10	183.35	
c Employer's name, address, and ZIP code HORIZON SCIENCE ACADEMY - DAYTON, HORIZON SCIENCE ACADEMY - DAYTON, 545 ODLIN AVENUE DAYTON OH 45405			
d Employer's social security number OH 45044			
e Employee's name, address, and ZIP code Suff. RODERIQUE D RUSSELL 612 12TH AVE. MIDDLETOWN OH 45044			
7 Social security tips	8 Allocated tips	9 Advance EIC payment	
10 Dependent care benefits	11 Nonqualified plans	12a Code See inst. for box 12	1366.20
		E	
13 Salary employee	14 Other	12b Code	
Retirement Plan X		12c Code	
Third party sick pay		12d Code	
OH 52-665850	11278.90	314.43	
15 State Employer's state ID number	16 State wages, tips, etc.	17 State income tax	
18 Local wages, tips, etc.	19 Local income tax	20 Locality name	
2437.50	0.00	OH - SC	
9936.76	283.45	OH - SC	

Form W-2 Wage and Tax Statement
This information is being furnished to the Internal Revenue Service
Dept. of the Treasury - IRS

Copy 2 To Be Filed With Employee's State, City, or Local Income Tax Return.		2005 OMB No. 1545-0008	
a Control number	1 Wages, tips, other comp.	2 Federal income tax withheld	
	12295.50	882.00	
b Employer ID no. (EIN)	3 Social security wages	4 Social security tax withheld	
20-1849958	5 Medicare wages and tips	6 Medicare tax withheld	
	12645.10	183.35	
c Employer's name, address, and ZIP code HORIZON SCIENCE ACADEMY - DAYTON, HORIZON SCIENCE ACADEMY - DAYTON, 545 ODLIN AVENUE DAYTON OH 45405			
d Employer's social security number OH 45044			
e Employee's name, address, and ZIP code Suff. RODERIQUE D RUSSELL 612 12TH AVE. MIDDLETOWN OH 45044			
7 Social security tips	8 Allocated tips	9 Advance EIC payment	
10 Dependent care benefits	11 Nonqualified plans	12a Code See inst. for box 12	1366.20
		E	
13 Salary employee	14 Other	12b Code	
Retirement Plan X		12c Code	
Third party sick pay		12d Code	
OH 52-665850	11278.90	314.43	
15 State Employer's state ID number	16 State wages, tips, etc.	17 State income tax	
18 Local wages, tips, etc.	19 Local income tax	20 Locality name	
2437.50	0.00	OH - SC	
9936.76	283.45	OH - SC	

Form W-2 Wage and Tax Statement
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